Librarians' VOICE

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CSEA wins big in civil service elections

CSEA has won a major victory in the recent collective bargaining elections among California civil service employees. Ten units, representing 82,000 members, roughly 70 percent of the civil service workforce of 118,000 employees voted for CSEA over all competitors. Four other units encompassing nearly 19,000 employees are still undecided, due to runoffs and challenges, as we go to press in mid July. If CSEA wins these, it will represent 85 percent of state civil service.

This means that the majority of the employees has reaffirmed its confidence in CSEA, which remains the major labor organization in civil service. An important point emerged from this election: employees recognize the need for union representation, as shown by the very low vote for no representation—only about 4 percent overall. The units now represented by CSEA are: Administrative, Financial and Staff Services; Education and Library; Office and Allied; Professional Scientists; Engineering and Scientific Technicians; Crafts and Maintenance; Printing Trades; Custodial and Services; Registered Nurses; and Medical and Social Services Support.

Four small units were lost to independent unions: California Highway Patrol, Law Enforcement, Firefighters and Engineers. Two small units were won by AFL-CIO unions: Stationary Engineers and Doctors. None are represented by either AFSCME or AFT.

CSEA President Charles Valdes said in a recent press release: "To those of our competitors who won their elections, CSEA congratulates you and will be working with you as part of the labor movement to improve working conditions for state employees."

Still pending are: Attorneys, Corrections, Psych Techs and Health Professionals.

Although this round of elections is over, there will be very busy months ahead with runoffs, preparations for bargaining, an intense membership recruitment campaign in civil service, and gearing up for elections at UC and the 19-campus state college system, CSUC.

The impact upon UC librarians

The critical victory in civil service restates the powerful position of CSEA among California public employees. It is more important than ever that UC librarians vote for CSEA in the forthcoming elections to enable us to draw upon the organization's strength.

Women's work still pays less

UC Librarians won a major victory in the early 1970's through union negotiations and legislative lobbying: pay increases to begin to correct the inequities between librarians' "women's work" salaries and those of male-typed occupations that require similar background of education and experience. Their demands were based on a report issued by a task force chaired by UCB librarian Anne Lipow.

Now 10 years later, San Jose City workers have carried that concept of

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Closure of UCSB and UCB campuses: the Chancellors' 'Christmas presents'

Staff and faculty alike at the Santa Barbara campus were critical of the decision to close the campus for a three-day period during the Christmas break last December. The decision was sweetened for some staff members by imbedding this period around administrative holidays such as Christmas Day, December 26, New Year's Day and January 2, 1981—thus allowing them a ten-day holiday for the cost of three days of vacation. The purported reason for the closing of the campus was to save dollars in energy costs and salary savings that accrued were projected to be in excess of $100,000.

On March 30th the UCSB Report of the Committee to Evaluate the Holiday Closure published its report and concluded that a considerably smaller amount of money was saved than projected: $45,000 for energy and $12,385 for payroll. According to the report, the experiment was greeted with favor by almost 61 percent of the staff and only 45 percent of the faculty.

The fact is that the 500-name random survey did not include librarians in sufficient quantity to represent the true feelings of the group. Many librarians were distressed that periods of service were being reduced in a time that normally had offered patron services. The libraries were forced to remain open, with skeleton staffs, while the librarians normally scheduled were forced to take vacation.

Many staff employees—especially new employees—had not yet accrued vacation time. But in a special ruling (contrary to the University's own rules) they were allowed to take vacation time in advance of its being earned. Casual employees received no pay for the period of the campus

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Why I joined CSEA

Many of us have, at one time or another, heard of or experienced union activities that we did not like. Most of us tend to picture unions in an adversary role to employers. And many of us think all unions are alike, whether it is the AFT, the Teamsters, the Mineworkers' Union, or whatever.

I am a strong individualist, and ordinarily don't like belonging to groups of any kind. As I see it, however, several facts have led me to value membership in the Librarians' Union, CSEA:

- Unions are *not* all alike. They are as different as the groups of people who make up the membership. Union groups have the individual characteristics of their members, so that the Librarians' Union is quite different even from AFSCME, with which we have much in common.

- Local unions are run by the members. The librarians run the Librarians' Union. That may sound simple, but there was a time when I used to think some authority figure from the parent union ran the group. Not so! We are on our own and elect our own leaders and representatives.

- Self-respecting employers have the intelligence to realize unions are a means of arbitration and of settling difficult situations in an orderly and fair manner. Sometimes, no doubt, it would be more peaceful if a union weren't around to watch over conditions. But much good comes out of the collective bargaining situation, which we never hear about, that benefits our employer. Legitimate grievances are arbitrated at the supervisory level. Solutions are proposed that benefit our administration as much as the person being represented. These matters are carried out confidentially, and we are seldom aware of them. In the meetings on collective bargaining that I have attended so far, the University's representative has expressed a strong sense of respect for the process. He has strongly urged supervisors to be fair to those engaging in union activity, he has stressed the debt owed to group action, and his presentations have been positive.

- There are unfair supervisors and there probably always will be. We all should have recourse to fair, objective arbitration in any unfair situation. Where, without a union, can we turn? LAUC, as important as it is for us, especially on the statewide level, cannot help us in any direct way in such matters as hours, wages, benefits, and working conditions in our new collective bargaining situation. We will be allowed one representative by law: if we are to represent ourselves, we need a healthy union.

- The Librarians' Union is made up of individual voices—some aggressive, others low-keyed. I feel we need all kinds in the variety of business that arises. In fact, this group seems to prosper with maximum individualism. In the end, however, reasonable discussion must determine the actions we want to take as a group.

- In matters of pay, fringe benefits, library-wide improvement program (such as the 10-month year and sabbaticals) CSEA is an effective force. With a history of decades of dealing with the California State Legislature, strong lobbying activity, and impressive successes in the past, I think there is a good reason why it is the largest organization in the UC system (well over 5000 members) and in the state (over 100,000). I want that organizational strength to work for librarians.

- Also, being a California statewide organization and not a nationwide organization, CSEA's top leadership is highly accessible. That, too, is important to me.

By law both unions and employers have certain rights. It is healthy that matters of importance will be out in open discussion. CSEA, I feel, is a large, long-standing organization with much to its credit. Librarians cannot be successful without a good union membership. Any gains by the union will be in behalf of both members and nonmembers, but the larger the membership, the more likely the gains. Librarians' success in representing our concerns does depend on *all* of us.

This next year is critical. We will be faced with deciding, in a secret-ballot election, what we want for ourselves in the collective bargaining situation. Those of us now in the union like to hope that, even though you may not feel, for whatever reason, that you want to join CSEA before the election, will at least *vote* for a group to represent you, and that that group will be CSEA. That is what will make the critical difference.

C.M.

Women's work

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equal pay for comparable work much farther. City librarians joined with clerical and park employees in a nine-day strike in July to gain comparble worth pay, basing their demands on a study conducted by Hay Associates of San Francisco. The Hay report grouped 280 city jobs into 15 comparability grades, depending on the skills required for the job, whether they come from formal education or practical experience; the extent to which a job requires independent analysis and action or merely following orders; and the impact of the job within the organization.

For example, in Comparability Grade 15, there is a difference of 25 percent between the female dominated senior librarian classification ($23,248) and the male dominated senior chemist position ($29,094); a 27 percent difference in Comparability Grade 13 between the male typed positions of senior planner, associate architect and associate engineer on the one hand, and the female dominated position of acquisitions librarian.

The strike was settled when the union and the city reached an agreement for a two-year contract, including $3.5 million for a general 15.5 percent increase and $1.5 million for comparable worth adjustments ranging from five to 15 percent for employees the female-dominated clerical and librarian classes.

On another front, CSEA introduced bill AB 129 (Assemblyman Bill Lockyer) to require the State Personnel Board to consider comparable worth when establishing salaries for female-dominated jobs. AB 129 has been approved by the Assembly and goes to the Senate in August.

Like the San Jose scene, the attitude of the legislature is likely to be "if you want it, bargain for it."

The Comparable Worth Project, which began in Oakland in 1980 to support women in their effort to attain pay equity, now issues a newsletter (available from 448 4st Street, No. 5, Oakland, California 94609, (415) 658-1808, for $8 a year).

Contributors:

Contributors to this issue: Ann Basart, Sue Galloway, Jean Hudson, James Larrabee, Anne Lipow, Roy Ortopan, Charlie Shain, Martin Silver, Bill Whitson.

UC holds compulsory meetings for 'supervisors'

Berkeley—Pursuing its part in the University's expensive campaign for a "No Representation" vote in the upcoming collective bargaining elections, the Berkeley Personnel Office held two compulsory meetings for about 150 library "supervisors" at University Hall on June 2 and 5, 1981. Librarians and library assistants who supervised as few as one part-time student employee were required to attend one of these meetings.

The principal speaker was Phillip Encinio, manager of the Personnel Office. Most of what he had to say was non-controversial, and even entertaining. He described some do's and don'ts for "supervisors," including some unfair labor practices they might commit out of subjective bias against unions. He said that the social history of the United States owed much to the accomplishments of unions re wages, benefits and working conditions. Of course, that was in the past. Now, however, he loyally supported the University's position that collective bargaining at UC was "neither desirable nor inevitable." The alternative: continued unilateral decisions by the administration.

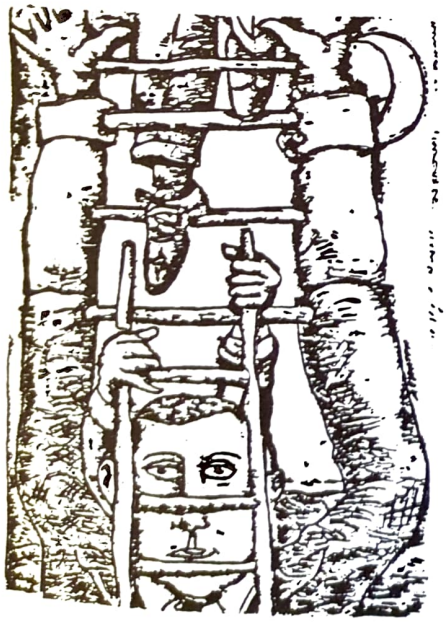
CSEA librarians distributed a local leaflet and a CSEA statewide pamphlet on "AB 1091, Collective Bargaining at UC and CSUC" to those in attendance. The leaflet called attention to many of the facts below, including the continued growth of unions on the UC campuses. There are now over 1,000 members of CSEA on the Berkeley Campus, in the librarians' Chapter 213 and the general campus Chapter 41. Through their job stewards program these unions have helped many library employees with problems. People have won reclassifications, merit raises and promotions, and protection from arbitrary behavior by supervisors who have, in many cases, not followed UC's rules.

WHAT IS THIS UNIVERSITY UP TO? SOME BACKGROUND FACTS.

- We know that the University has declared its opposition to a "Yes" vote in favor of collective bargaining. The Regents uphold this position despite the fact that both the U.S. and California governments *encourage* the right of employees to choose collective bargaining, to help resolve problems around the terms and conditions of employment.

- More importantly, the University has easily spent *over one million dollars* since 1978 to publicize its anti-union position to its employees. It has admitted spending *over one-quarter of*

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Is this how the promotion ladder looks to you? **JOIN CSEA!**

'Christmas gifts' for UCSB, UCB

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closure. This large group of employees working at general assistance rates bore the brunt of the salary savings for the University. No money was saved in faculty salaries, or by employees taking vacation. Only those choosing to take leave without pay (in lieu of vacation) and casual employees contributed to the budgetary savings.

Faculty opinion of the campus closure was particularly negative!

Many faculty felt that the chancellor had acted with great insensitivity to the research needs of the University and 45 percent of the academic employees were against the closure. Both the American Federation of Teachers and AFSCME local chapters objected vigorously to the closure, arguing that the University was renegotiating contracts by closing the campus and telling the workers that they were, in effect, being temporarily laid off. They pointed out that this tactic could be used anytime during the year in the name of saving energy, but was actually a reworking of the terms of employment. Many problems remained unsolved in regard to the reduction of energy in buildings that were to remain open under reduced staff circumstances. Employees were advised that buildings would not be heated and that they should be prepared to dress warmly during their working period. Complaints to the University Enviromental Health and Safety Office resulted in a rescinding of the order to curtail heat in buildings open to the public (library buildings) and the buildings were heated and ventilated as usual.

On June 11, 1981, the office of Chancellor Huttenback announced that the campus would again be closed for the three-day period during the Christmas and New Years holidays because it was a period of "low productivity" and would provide an opportunity to "generate energy savings." No statistics were provided in the chancellor's report to back up the claim of "low productivity." The only thing that was clearly shown was that 160 part-time and casual employees paid the bill with their lost salaries totaling $12,385, others forfeited well-earned, planned vacations.

Santa Barbara seems to be a pilot project, ready to spread to other campuses. For instance, an internal letter to the Berkeley Graduate Division staff from the Office of the Dean of the Graduate Division, dated 1 July 1981, reads in part:

> As some of you have already heard, it is generally expected that the entire campus will be closed from December 24, 1981, through January 3, 1982, in order to save money on energy bills to help off-set the deficit; the idea being that this would be preferable to laying off employees. There would be three days (December 28-30) which would not be covered by holiday pay or weekends and would have to be covered by the use of vacation leave, compensatory time off, or leave without pay...

Postscript:

In mid-July 1981 the Berkeley chancellor announced that Berkeley would close. The Graduate Division letter may have precipitated this move. CSEA's response is: *"Close the buildings to save energy costs, but pay employees their regular salaries."*

UC holds compulsory meetings for 'supervisors'

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a million dollars at the Lawrence Livermore Laboratory alone, between November 1978 and May 1980. The purpose was to persuade some 4,000 employees not to vote for CSEA when the election is held.

It is estimated that *as much as half a million dollars* may have been spent additionally for legal advice from labor consultants hired to defeat or minimize unionization at UC.

• The University's admitted resort to the "notoriously anti-union law office of *Littler, Mendelson, Fastiff and Tichy*" is the strongest evidence against any pretense of being neutral or even *mildly* anti-union. LMFT is a San Francisco based firm with a national reputation for helping employers to maintain a "union-free environment," or to get rid of a union if they already have one.

HOW DO THEY JUSTIFY SUCH EXPENSIVE MEETINGS WHEN LIBRARIES ARE SHORT-HANDED AND LIMITED IN OPERATING FUNDS?

• The goal of these meetings is to include as many employees as possible in the ranks of "supervisors," regardless of the fact that the Public Employment Relations Board (PERB) will probably choose considerably fewer supervisors for collective bargaining purposes. Those declared to be "supervisors" by the administration are encouraged to identify with management, and are discouraged from getting involved in the unionization of the library and the campuses.

Such meetings are designed to win over or neutralize the self-interest and potential ability of virtually all library employees to work actively for a union victory. Any gains in salaries or benefits won by unionized library employees would have to be extended to supervisors. Also, supervisors will be eligible to have their *own* bargaining units after unions win representation at UC.

• These early meetings are designed to lay the basis for later meetings where administration will continue to propagandize for its point of view to staff habituated to accepting, with few questions, further anti-union directions designed to defeat a "yes" vote in the elections.

ACTIONS SPEAK LOUDER THAN WORDS

• Mr. Encinio's talks, shaped to targeted audiences, have varied from almost philosophically pro-union, or apparently objective, to bluntly anti-union where that is acceptable. *More importantly, Mr. Encinio's actions, outside of these meetings, speak louder than his words.* Two actions that outweigh all his words are: (a) he allows campus personnel office employees to ignore or refuse to act upon admittedly valid grievances; and (b) he has stated that he is opposed to allowing more than *1* job steward to represent employees in meetings with management over grievances. The latter act undermines fair representation since three or four management representatives may be present; it also limits the pool of experienced stewards, who can then be disciplined for spending more than 10 percent of their time attempting to represent all employees with grievances.

Officers:

President: Charles Shain (Envi)
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Executive Committee: Clara Stern (IIR), Veronica Wakeman (Cat)
UC Division Council Representative: Anne Lipow (Coop Svc)

Librarians' Voice intends to run a column describing peer review practices, campus by campus, beginning with the next issue. To contribute to this topic, or any other that would interest librarians, send your articles, letters and comments to:

Librarians' Voice
CSEA Chapter 213
2039 Shattuck Ave., Suite 207
Berkeley, CA 94704

Also, if you can help with the production of *LV*—we need writing skills, typing, photographs, graphics—please drop us a note, at the above address, or call Jean Hudson (415) 548-9770.

PLEASE PRINT — CSEA MEMBERSHIP APPLICATION (UC)

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MONTHLY SALARY _____ METHOD OF DUES PAYMENT: ☐ PAYROLL DEDUCTION ☐ ANNUAL (BILL ME)

I hereby apply for membership in the California State Employees' Association and thereby agree to abide by the State Association's Constitution and Bylaws. I also authorize and appoint the California State Employees' Association, its agents and representatives, to act for me as my exclusive representative for all matters pertaining to wages, hours and other terms and conditions of employment, and for all other purposes provided by law.

SIGNATURE OF MEMBER _____ DATE _____

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